

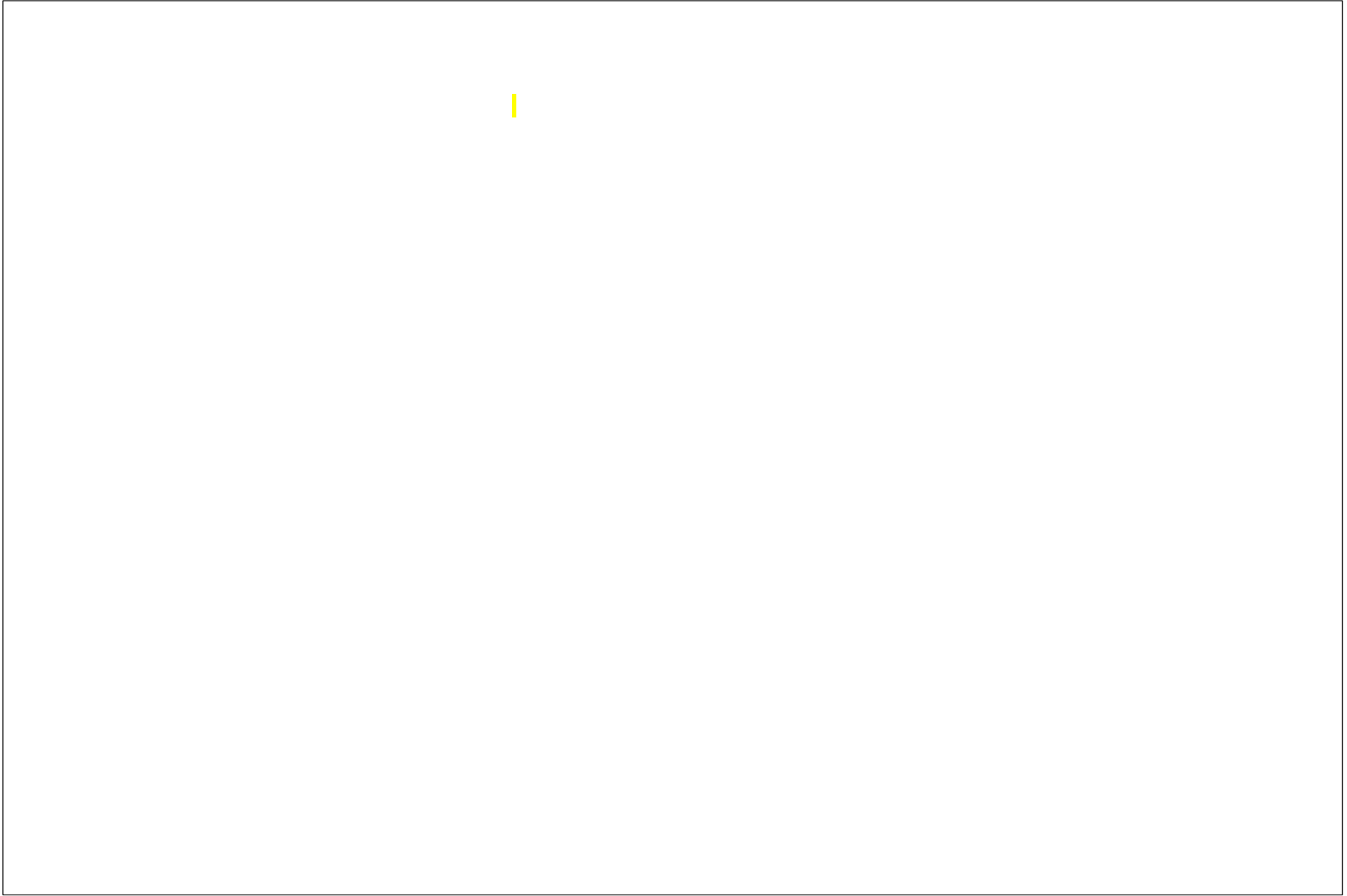
Western Sydney University experienced increases in enrolments for Indigenous students demonstrating that the marketing, engagement, and planning in this area continued to gain traction and resonate with potential students. The twelve Schools across the university were encouraged to create an Indigenous Strategy to guide their School's Indigenous work – all strategies can be located by accessing the following link [Indigenous Engagement and Education \(westernsydney.edu.au/schools\)](https://westernsydney.edu.au/schools/indigenous-engagement-and-education). Schools assigned staff to connect with Indigenous students as well as participating in Primary and High Schools through the Heartbeat and Pathway to Dreaming programs. This facilitates a connection with Indigenous students from Primary School through to university enrolment, strengthening the enrolment channel.

Both the Heartbeat program and Pathways to Dreaming program are embedded at Western Sydney University and are core programs in our Future

The **Pathways to Dreaming** program offers Indigenous Secondary students in Western Sydney access to, and increased awareness of, higher education and career opportunities throughout their high school journey, including skills building workshops and cultural activities. Students are also supported through the transition to higher education or the workforce after high school completion. Students who successfully transition into higher education at Western Sydney University (including The College) are offered continued and ongoing support where required. In 2021, the program activities delivered were: 19 online Yarning sessions with 23 high schools and 489 participants; 7 campus experience days; 22 high schools with 414 participants. This program also transitioned back to more face-to-face delivery platforms in 2022.

- Employing Indigenous staff to support and connect with students.
- Establish Indigenous Student Networks within the Schools to provide support, mentorship and connection.
- Establishment of new scholarships and internships to financially support Indigenous students.
- The School of Law continues their free textbook scheme to all Indigenous students across all teaching periods. Individualised academic support is provided to students who are facing challenges that impact their studies. Individualised nonacademic support is provided to students to help them gain employment in the legal profession. Assistance with appropriate business attire, resume writing, and interview skills is also provided.

The combination of financial support in scholarships and textbooks, readily available internship possibilities, and professional and personal support structures, strengthens the reputation of Western Sydney University as a university that provides excellent education and support to Indigenous students in a.9 nt(c)-5.3 (oul)-3.9 (is)11 ()]n (ne)21.9 (y)-2-4.5 (e)-1.9 (st)-3.9 (e)-1.8 (r)-0.9 (sit)--1.1 (ills 9 (id)-9 (e)-1.99 (y)-2s1 (o)-3.3 (r)-0.(p)45)JTJ 0 To



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2. Progression (Outcomes)

The Schools made a concerted effort to provide individualised and in some instances culturally reflexive support to students to increase progression rates of Indigenous students in 2022. With the uncertainty of extended COVID-19 lockdowns and isolation requirements, changes in industry workforce size and environments, and people relocating at higher rates, some students deferred their academic studies to adjust to the challenges of the pandemic. The influx of short vocational courses such as undergraduate certificates did not appear to significantly appeal to Indigenous students; however, non-Indigenous students' rates were strong. This, coupled with additional responsibilities to care for family, community members and Elders, placed additional pressures on the Indigenous student cohort.

Western Sydney University is deeply committed to providing our students with the best chance to succeed in their choice of academic program. Our retention strategies incorporate a broad range of areas across the University.

Badanami Centre for Indigenous Education

In 2022, Badanami continued using our hybrid style support model consisting of both face-to-face and online/remote

3. Completions (outcomes)

Embedded strategies to improve award course completion included scholarships, internships and information sessions, as well as paid employment as Student Ambassadors and *J. ... C. ?* initiatives. The number of scholarships with paid working experience has increased and provide students with a holistic education and increased stability whilst studying.

Unique to Western Sydney University, The Academy is for students who want to learn, grow, and transform as leaders and changemakers. The Academy provides extension level academic development, community engaged service learning opportunities, international and national experiences, mentoring with industry leaders, and professional and personal development workshops within an interdisciplinary environment.

In 2022, The Academy undertook an extensive review of its offering and subsequent engagement levels impacted by the COVID pandemic. As a result, The Academy has made key transformations to relaunch and revitalise its offering and membership structure from 2023. From 2023, The Academy will continue to deliver an amplified student experience with a reduced number of members. Member levels will decrease from 4000 to 300. This approach will allow for the development of strong relationships with members, between members and for the delivery of bespoke tailored opportunities. In addition, The Academy has established new partnerships and collaborating with industry and community organisations to offer unique experiences such as mentoring, paid internships, round table discussions and more.

The Academy will see six Indigenous students commence the new membership. In 2023 a strategy targeting Indigenous students representing 10% of The Academy will be implemented.

By supporting students or providing opportunities financially, emotionally, and culturally, students have a better chance of completion through the additional value of their experience. Careful, systematic admissions processes that identify students prepared for successful completion of their qualifications is monitored by the Pathways Program Committee, chaired by the Deputy Vice-Chancellor Indigenous Leadership. The committee regularly reviews admission criteria for students entering the University via Pathways programs. Indigenous student retention and success is also monitored through regular and routine reporting and analysis at university level through the Senate Education Committee (a standing committee of Academic Senate).

4. Regional and remote students

The University continues to offer an online delivery platform with programs available to regional and remote students. We have a small regional and remote student cohort with the majority of Indigenous students residing within the Greater Western Sydney region. Western has established programs in the Lithgow areas working with Lithgow High School, De La Salle College (Lithgow) and Portland Central School through the Maldan Ngurr Ngurra Lithgow Transformation Hub. Delivery was face to face via Pathways to Dreaming program with 30 Indigenous students from 3 high schools and 6 teaching staff participating in 2022.

Note: there are no specific ISSP Scholarships for remote and regional Indigenous Students. These are captured in the broader scholarships made available to all Indigenous students.

Table 4 ISSP Scholarship data for remote and regional students

	Education Costs		Accommodation		Reward		Total	
	\$	No.	\$	No.	\$	No.	\$	No.
A. 2021 Payments								
B. 2022 Offers								
C. Percentage (C=B/A*100)								
2022 Payments							0	0

Table 5: Western Sydney University Indigenous Student Headcount by Residency

Permanent Home	2019	2020	2021	2022
GWS	560	569	609	608
Inner Sydney	30	34	46	55
Outer Sydney	13	11	21	23
Central Coast	14	13	16	12
Remainder of NSW (excl Sydney)	97	96	105	105

Eligibility criteria

5.1 Indigenous Education Strategy

The key strategy driving the Indigenous education commitments at Western Sydney University is our [Indigenous Strategy 2020-2025](#). The Strategy aspires to increase the number of Indigenous students at Western Sydney University. The University also has an [Indigenous Australian Education Policy](#) that compliments the Indigenous education strategy.

We are extremely pleased with the Indigenous student headcount in 2022 producing our strongest Indigenous student numbers to date.

Table 6: Aboriginal and Torres Strait Islander Student Headcount, 2013-2022

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Aboriginal and Torres Strait Islander Students	488	544	597	636	665	732	732	744	809	834
Total Students (Domestic Students Only)	37,607	39,210	40,315	39,638	38,855	41,352	41,331	41,332	40,962	39,028

5.2 Indigenous Workforce Strategy

The University's Indigenous Strategy 2020-2025, highlights the Indigenous priorities and directions for Western Sydney University, including measures and targets to evaluate progress and success. Strategic Objective Two within the WSU Indigenous Strategy 2020-2025 specifically relates to Indigenous Employment at Western Sydney University. The Strategic Actions include:

1. Develop a set of strategies to ensure that the number of Indigenous staff reflects population parity.
2. Encourage all Schools to have at least one professorial level Indigenous position.
3. Ensure professional development opportunities, mentorship and support for Indigenous staff.
4. Establish a suite of Early Career positions across the University with clear, supported and reliable long term career pathways.
5. Develop a successful Indigenous traineeship program for employment within the University.

In terms of meeting the Strategic Actions as outlined above, WSU have achieved the following:

The Ignite Indigenous Traineeship program was launched in early 2022 via the Office of the Deputy Vice-Chancellor Indigenous Leadership (ODVCIL) at Western Sydney University (WSU). The exciting employment opportunity provides a platform for Indigenous peoples of Greater Western Sydney to participate in on-the-job training alongside vocational education and training (VET) in a large higher education organisation. In 2022 WSU successfully recruited 11 Indigenous trainees to undertake the Ignite Program.

In terms of meeting the Indigenous Workforce Target of 3 per cent, in 2022, 2.69 per cent of WSU Workforce were Indigenous. Indigenous staffing year-on-year comparison shows an increase in total Indigenous staffing numbers in 2022 from 100 to 117.

Table 8:2022 Indigenous workforce

Indigenous Staff Headcount 2021-2022

	<i>2021</i>	<i>2022</i>
<i>Indigenous Academics - Permanent</i>	13	13
<i>Indigenous Academics - Fixed Term</i>	2	4
<i>Indigenous Professional Staff - Permanent</i>	26	27
<i>Indigenous Professional Staff - Fixed Term</i>	13	27
<i>Indigenous Casuals</i>	46	46
	100	117

Levels of Indigenous Academic Staff Employed 2022

	<i>2022</i>
<i>Academic Level A (Associate Lecturer)</i>	3
<i>Academic Level B (Lecturer)</i>	5
<i>Academic Level C (Senior Lecturer)</i>	2
<i>Academic Level D (Associate Professor)</i>	1
<i>Academic Level E (Professor)</i>	4
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5.3 Indigenous Governance Mechanism

Western Indigenous Governance Mechanism

The Indigenous Governance Mechanism (IGM) is chaired by Professor Michelle Trudgett, Deputy Vice-Chancellor Indigenous Leadership (DVCIL), who is a member of the Western Sydney University Senior Executive Group. The IGM consists of four Indigenous members: the DVCIL (Chair), the Director of Indigenous Learning and Teaching, the Director of Indigenous Research, and the Director of Badanami Centres of Indigenous Education. The IGM aligns their practice with Terms of Reference, which comply with National Indigenous Australians Agency (NIAA) guidelines.

5.3.1 Statement by the Indigenous Governance Mechanism

I am confident that the activities reported in this document are aligned with ISSP Guidelines and consistent with our University approach to Indigenous Australians. We continued to collaborate with our partners internally and externally to provide current and prospective Indigenous students with the resources needed to excel during their time studying with us. Our leadership and engagement programs will continue to expand to support our students. I look forward to continuing to shape and implement the next stages of our WSU 2020-2025 Strategic Plan that will further empower Western Sydney University to become the University of choice for Indigenous Australians.

Prof. [Name]

